



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal – Strategic Housing Investment Plan (SHIP) 2022/23 – 2026/27

Step 2

Is this only a screening Equality Impact Assessment No
(A) If Yes, please choose from the following options all reasons why a full EIA/FSD is not required:

- | | |
|--|--------|
| (i) It does not impact on people | Yes/No |
| (ii) It is a percentage increase in fees which has no differential impact on protected characteristics | Yes/No |
| (iii) It is for information only | Yes/No |
| (iv) It is reflective e.g. of budget spend over a financial year | Yes/No |
| (v) It is technical | Yes/No |

If you have answered yes to any of points above, please go to Step 16, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes
Is this a Fairer Scotland Duty Assessment	No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a strategy please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i) Lead Directorate/Service: Vibrant Communities and Sustainable Growth - Housing

(ii) Are there any relevant statutory requirements affecting this proposal? If so, please describe.

The Housing (Scotland) Act 2001, Part 5 sets out the strategic housing functions of local authorities. Local authorities are required to produce a Local Housing Strategy (LHS) 2017-22. The SHIP is an operational document which sets out the council's affordable housing priorities, as the strategic housing authority, over the next 5 year period from 2022/23 to 2026/27.

<https://www.gov.scot/publications/affordable-housing-supply-guidance-notes/>

(iii) What is the aim of the proposal? Please give full details.

The SHIP sets out the council's strategic investment priorities for affordable housing over a 5 year period to achieve the priorities and outcomes set out in the LHS 2017-22. It is the document used to set out which projects require Scottish Government Affordable Housing Supply Programme (AHSP) funding support and those projects which are to be provided without funding support

It informs the preparation of a Strategic Local Programme Agreement (SLPA) that sets out the planned programme across the council and Registered Social Landlord partners. It informs the Scottish Government investment decisions.

It includes new build units (which could include 'off the shelf' purchases from developers), acquisition of 'second hand' stock for sale on the open market and may also include remodelling/conversion of existing stock.

The SHIP contains the two elements, a narrative and a table listing the projects which are input on to the Scottish Government system. Specifically, the council needs to provide:

- a statement on alignment with the LHS demonstrating that investment priorities identified in the SHIP are consistent with what the council outlined in its LHS and how the SHIP priorities will contribute to delivery of LHS Outcomes
- a summary of the methodology used to prioritise projects
- details of how the council has responded to and resolved development constraints on projects prior to the site start date
- details on how the council's own resources and other funding are supporting the delivery of affordable housing in its area
- details of progress towards the delivery of its AHSP across all tenures by completions
- details of targets and delivery of these targets for wheelchair accessible housing within its area
- statement that strategic housing priorities are aligned and are consistent with Rapid Rehousing Transition Plan priorities
- details of affordable housing projects that are aligned with the Local Child Poverty Action Report for the local authority area

- details of any empty homes services and actions to bring homes back into use
- details of how Council Tax on Second and Empty Homes has been used to assist affordable housing
- details of how Developer Contributions have been used to assist affordable housing
- the type and level of consultation undertaken with RSLs, communities, developers and other stakeholders in developing the SHIP and how this has helped with the development of strategic investment priorities
- outline of capital works planned on Gypsy/Traveller sites and whether funding has been sought through the new Scottish Government capital funding programme for Gypsy/Traveller accommodation

(iv) Is it a new proposal? Yes for 2022/23 to 2026/27

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes, the SHIP is updated on an annual basis. Projects often span over several iterations of annual SHIPs.

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	No
Service users	Yes
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

The Housing Need and Demand Assessment (HNDA) provides an assessment of the total requirements for all tenures of housing, by size and type, including specialist and particular needs housing, over a 20 year period with a specific ten year focus on housing requirements. It uses a range of national and local datasets to inform Housing Supply Targets (HST) for the LHS and supports the Council to develop the SHIP.

The table below shows the process and data used to examine the housing market and inform the HNDA outputs. Consultation with a range of stakeholders takes place at each stage of the HNDA to sense check data outputs.

Stage 1: Demographic and Economic Context	Step 1.1 Demography and Household Types	-Population and Household Profiles -Demographics (age, gender and ethnicity) -Household Composition -Migration trends
	Step 1.2 National and Local Economic Policy	-Economic profile (sectors)
	Step 1.3 Employment Levels and Structures	-Employment profile (occupations types)
	Step 1.4 Incomes and Earnings	-Household Incomes Profile
Stage 2: Housing Stock	Step 2.1 Dwelling Profile	-Housing type, size, tenure -Housing location -Vacancy rates and second homes
	Step 2.2 Stock Condition	-Condition of homes
	Step 2.3 Shared housing and communal establishments	-Shared properties -Condition of shared homes
Stage 3: Market Activity	Step 3.1 Cost of buying or renting a property	-Cost of housing across all sectors
	Step 3.2 Affordability of Housing	-Comparison of lowest quartile prices to lowest quartile incomes
	Step 3.3 Over-crowding and under occupation by tenure	-Current levels of over-crowding and under-occupation
	Step 3.4 Vacancies, turnover rates and available supply by tenure	-Annual stock turnover
Stage 4: Bringing the evidence together	Step 4.1 Mapping market characteristics	-Mapping and profiling (done throughout each of the Steps)
	Step 4.2 Trends and drivers	-Identifying the key drivers and trends
	Step 4.3 Issues for future policy and strategy	-Concluding future issues

Main data source links for above. At this stage we do not have all the sources as we do not have the finished HNDA:

1.1 NRS -

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/households/household-projections/2018-based-household-projections/list-of-data-tables>
<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/population-estimates-time-series-data>

2.1, 2.2 SHCS 2017-19 -

<https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2021/02/scottish-house-condition-survey-local-authority-analyses-2017-2019/documents/scottish-house-condition-survey-2017-2019-local-authority-tables/scottish-house-condition-survey-2017-2019-local-authority-tables/govscot%3Adocument/scottish-house-condition-survey-2017-2019-local-authority-tables.pdf?forceDownload=true>

1.4 and 3.1 CHMA HNDA tool V4.0

We have a range of internal mechanisms that we use for consultation about the delivery of the SHIP.

The Housing, Health and Social Care Strategic Planning Group meets on a quarterly basis and includes representatives from the Council's housing service, Registered Social Landlords (RSL) and Health and Social Care Partnership. A core function of the group is to ensure the LHS and the Strategic Plan for Health and Social Care are aligned and put in place arrangements whereby the need for specialist provision can be identified, prioritised and reflected within the organisational delivery plans such as the SHIP.

The Housing Supply and Placemaking Group set up as one of three LHS Implementation Groups, also meets bi-annually. It involves a range of partners and stakeholders and monitors progress against the actions within Strategic Outcome 1 'The supply and availability of good quality, affordable housing is improved' to ensure they are delivered within the required timescales. It includes monitoring of the target to deliver 120 new affordable homes per annum.

There are local arrangements in place to specifically discuss and feedback housing need issues of people with a disability which directly feed into delivery of the SHIP. Local community housing team officers, housing policy officers, housing technical officers, occupational therapy and RSLs all feed into this process.

The SHIP is developed and implemented through close partnership working with RSLs. RSLs are represented on the Council's Affordable Housing Delivery Groups. There are two groups one with a strategic focus in terms of overseeing the implementation of the LHS and associated plans and the other is specifically focused on the delivery of the SHIP. Each year partners bring forward SHIP project proposals which are assessed alongside council projects by a housing and planning group. The group assesses the projects against the SHIP prioritisation framework.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? Yes

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

We don't record housing needs data for the following equalities groups: gender reassignment; religion or belief or sexual orientation. This will be considered as we develop our housing online functions and customers will be given the opportunity to provide equalities information in line with Equalities Data Collection Guidance recently published - <https://www.sfha.co.uk/mediaLibrary/other/english/78878.pdf>.

Step 7: Are there potential differential impacts on protected characteristic groups? Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

The SHIP provides housing suitable for all age groups. It is anticipated that it will have a positive impact for anyone of any age who has a housing need. Specifically housing for families can have a positive impact to lessen adverse childhood experiences through insecure and unstable housing circumstances which are known to be one of the root causes of youth homelessness. Increasing the amount of smaller types of housing according to demand figures is a priority and will specifically have a positive impact for older and younger people alike as they typically require smaller types of accommodation.

Age is considered as part of the demographic data for the HNDA.

Disability

Impact

The SHIP provides housing suitable for people with a disability. This is a priority within the LHS which sets a target that at least 20% of new affordable housing will be delivered to meet particular needs and at least 10% to full wheelchair standard. This SHIP plans to deliver 24% of units to meet the needs of people with disabilities which will have a positive impact for those customers.

Gender reassignment

Impact

Marriage and Civil Partnership

Impact

The SHIP may have a positive impact. Relationship breakdown continues to be the most common reason for homeless applications which may result in the need for additional accommodation. Providing more homes will assist with this generally. People leaving the 'family' home tend to seek smaller types of accommodation which is prioritised through the use of demand figures to inform house types provided on sites within the SHIP.

The HNDA considers household profile trends and newly forming households in its methodology for calculating need and demand.

Pregnancy/Maternity

Impact

Positive. The HNDA considers population trends and newly forming households in its methodology for calculating need and demand.

Race - (includes Gypsy Travellers)

Impact

Positive. The HNDA considers ethnicity, the needs of Gypsy Travellers and migration trends in its calculations. The SHIP sets out particular considerations for the housing needs and accommodation activity of Gypsy/Traveller communities.

Religion or Belief

Impact

Sex

Impact

The HNDA considers housing need as a result of homelessness and domestic abuse. While both males and females can be affected by domestic abuse a significant number of applications are made by females.

Sexual orientation

Impact

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

As part of the HNDA a household survey was undertaken by consultants on behalf of the council. The survey assists us to plan for housing in the area making sure it meets the needs of residents. The Council takes into account the views of local residents. We ask them about their home, how they live, how they feel about where they live and their current arrangements, their housing needs and any plans they may have for the future. The views of Angus residents are vital because the more they tell us, the better we can respond to their needs and help create places that people are proud to call home.

The SHIP is developed and implemented through close partnership working with RSL and the Angus Health and Social Care Partnership. Each RSL has mechanisms in place to engage with their customers. Housing demand, including individual housing need is factored into the development of SHIP projects. The council has a Tenant & Community Engagement Strategy. As part of that a tenants' steering group meets regularly to share their views about the Housing Service including the delivery of affordable housing. There are number of other mechanisms in which we

inform and engage with a range of customers including using social media i.e. our housing news blog and registered tenants' organisations.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

N/A

Step 10: If a potentially negative impact has been identified, please state below the justification.

N/A

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics? The SHIP provides a range of housing suitable for all members of our communities. Sites are developed according to housing demand and advances equality of opportunities for children, young people, older people, people with a disability, men, women, gypsy travellers and ex-offenders.

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?
As stated above.**

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to strategies which are key, high level decisions. If your proposal is not a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?
The EIA will be reviewed annually.**

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

This EIA will be published on the council's website alongside the SHIP committee report.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Jacky Adamson, Team Leader (Housing Policy) 24/09/21

Reviewed by: Doreen Phillips, Senior Practitioner (Equalities) 25/10/21

Approved by: Lynsey Dey, Temporary Manager (Housing Strategy) 25/10/21

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
